



You're invited to the... **KENOSHA LABOR LAW CLINIC!**

- January 27, 2010 (Wednesday)
- Gateway Technical College
- 8:00 a.m. - 3:30 p.m.
- Kenosha, WI

Here Is What Is on the Program	8:00 a.m. - <i>Sign In</i> 8:30 a.m. - KICKOFF 8:45 a.m. - <u>"Defining Misconduct Under Wisconsin's Unemployment Insurance Law"</u> – <i>Laura Parker</i> 10:00 a.m. - Break 10:15 a.m. - <u>"You Be the UI Judge"</u> – <i>Carolina Stark</i> 11:45 a.m. - Lunch 12:30 p.m. - <u>"You Be the Equal Rights Investigator"</u> – Jarden Eckles 1:45 p.m. - Break 2:00 p.m. - <u>"How to Conduct a Labor Standards Self Audit"</u> – <i>Paola Parodi</i> 3:15 p.m. - Adjournment
Time Cost	Check in begins at 8:00 a.m. Program begins at 8:30 a.m. Lunch is at 11:45 a.m. \$77 per person. Substitutions allowed. PRICE INCLUDES: Juice, coffee, and rolls upon arrival, refreshments at breaks and lunch; handouts for all presentations on the agenda.
Site	Gateway Technical College – 3520 30 th Ave. (Madrigrano Auditorium), Kenosha, WI 53143 Phone 262-564-3052
Registration	Complete and return the form below. Seating is limited, so early advance registration is recommended. No discounts allowed for multiple reservations, missed meals, etc. Note: Last day for refunds or cancelations is January 20, 2010. Registrations not paid for or canceled by this date shall be subject to full payment of the registration fee. Contact 262-697-4610 if you wish to confirm that your registration was received or to cancel. Please keep all of the above information for future reference and return only the reservation form below.

PLEASE RESERVE _____ SEATS at the Kenosha Labor Law Clinic at \$77 each for a total of \$_____
(Enclose full payment if paying by check or money order.) Make checks payable to: **Kenosha Job Service– JSEC.**

Name(s) 1. _____ 3. _____
2. _____ 4. _____

Company/firm
Name _____

St. Address (P.O. Box) _____

City _____ State _____ Zip _____ Phone _____

TO REGISTER: Mail this form together with payment to: **Kenosha County Job Center, Attn: Rebecca Freund, 8600 Sheridan Road, Kenosha, WI 53143 or Fax to 262-697-4548** **NOTE:** To ensure your registration is accepted, please send payment immediately.

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UCD-11525-P (R. 01/27/2010)

HERE IS WHAT WE'LL COVER!

8:45 a.m. "Defining Misconduct Under Wisconsin's Unemployment Insurance Law"

Identifies the factors used by UI staff and the courts to define misconduct which can result in a claimant's disqualification for UI benefits. Covers what is and isn't a termination for misconduct, including absenteeism, dishonesty, and violation of company rules. Also covers the basic elements which UI considers in its investigation of a discharge issue, what information UI requests from employers and claimants, and their appeal rights.

10:15 a.m. "You Be the UI Judge" Reviews summaries typical of actual, contested UI cases, allowing the audience members to decide how they would rule if they were the Administrative Law Judge. Covers issues such as discharges, quits, suspensions due to physical restrictions, and other miscellaneous specialty areas. Cases prepared and session led by an experienced UI Administrative Law Judge.

12:30 p.m. "You Be the Equal Rights Investigator" Presents individual case summaries covering a variety of Wisconsin Fair Employment Law topics. Briefly explains the discrimination complaint process and then allows the audience to discuss cases as a group and decide how they would rule as an Equal Rights Investigator. Led by an experienced investigator.

2:00 p.m. "How to Conduct a Labor Standards Self Audit" Explains how employers can conduct a "self-audit" to assess their current compliance with various labor standards laws. Provides information about the Labor Standards Bureau's wage claims process and audits, including potential penalties that can be assessed against employers. Also covers topics such as an explanation of time and payroll record-keeping requirements of state law and suggestions as to how employers should document their fringe benefits, work rules, and disciplinary action policies.

HERE ARE YOUR PRESENTERS!

LAURA PARKER has been with the Unemployment Insurance Division since 2001. She worked as an adjudicator and is currently employed by the Division as a Disputed Claims Analyst. In this capacity, she assists in the development of laws and policies for Unemployment Insurance, trains adjudicators, evaluates decisions using state and federal guidelines, and provides technical assistance on complex claims. She also responds to inquiries from employers, claimants, and the legislature, as well as testifying at Unemployment Insurance appeal hearings. Laura Parker is a 1997 graduate of University of Wisconsin-Green Bay with a BA degree in Human Development and in Public Administration.

CAROLINA STARK is an administrative law judge in the Milwaukee Hearing Office for Unemployment Insurance Appeals. She graduated from the University of Wisconsin Law School in 2002. Prior to coming to UI in February of 2007, she practiced criminal law as a trial-level criminal defense attorney in Milwaukee County. She also serves as a member of the Milwaukee Fire and Police Commission by appointment of Milwaukee Mayor Tom Barrett in July of 2008.

JARDEN ECKLES came to state employment in 1976. He has been an adjudicator in the Division of Unemployment Insurance and is currently an investigator with the Equal Rights Division in Milwaukee. He completed a Bachelor's Degree in Political Science and a Masters degree in Urban Affairs at the University of Wisconsin – Milwaukee.

PAOLA PARODI began employment with the State of Wisconsin in February 2006. She currently works as a labor standards investigator in the Equal Rights Division in Milwaukee. She graduated from the University of Notre Dame with a degree in Government and International Relations, and then from the University of Wisconsin Law School.

IS THIS YOUR FIRST CLINIC?

THIS DAY-LONG CLINIC will include speakers from the Unemployment Insurance and Equal Rights Divisions with detailed information and practical guidance to help employers avoid violating state laws and rules in the topic areas on the Clinic agenda. This educational program contains information that will help employers prepare for state agency hearings and other administrative proceedings, if they become necessary. There will be ample opportunities to ask questions of the presenters, all of whom are experts in the laws and programs of which they speak.

THE WISCONSIN DEPARTMENT OF WORKFORCE DEVELOPMENT does not discriminate on the basis of disability in the provision of services or in employment. If you need assistance in using this service, please contact us. Deaf, hearing- or speech-impaired callers may reach us through the Wis. Telecommunication Relay System (WisTRS).

A schedule of **future labor law clinics** can be viewed on the Department of Workforce Development website at <http://dwd.wisconsin.gov/laborlaw/>